



TORQ Analysis of Laborers and Freight, Stock, and Material Movers, Hand to Stock Clerks, Sales Floor




INPUT SECTION:

Transfer	Title	O*NET	Filters		
From Title:	Laborers and Freight, Stock, and Material Movers, Hand	53-7062.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Stock Clerks, Sales Floor	43-5081.01	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

OUTPUT SECTION:

Grand TORQ:








77

Ability TORQ				Skills TORQ				Knowledge TORQ			
Level		61		Level		81		Level		89	
Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add			
Ability	Level	Gap	Impt	Skill	Level	Gap	Impt	Knowledge	Level	Gap	Impt
Oral Expression	53	30	68	Speaking	52	24	74	No Knowledge Upgrades Required!			
Speech Clarity	37	18	65	Active Listening	53	13	85				
Speech Recognition	41	20	56								
Problem Sensitivity	39	16	50								
Category Flexibility	39	13	59								
Deductive Reasoning	37	15	50								
Near Vision	39	7	50								
Oral Comprehension	46	5	62								
Information Ordering	39	5	56								

LEVEL and IMPT (IMPORTANCE) refer to the Target Stock Clerks, Sales Floor. GAP refers to level difference between Laborers and Freight, Stock, and Material Movers, Hand and Stock Clerks, Sales Floor.

ASK ANALYSIS

Ability Level Comparison - Abilities with importance scores over 50

Description	Laborers and Freight, Stock, and Material Movers, Hand	Stock Clerks, Sales Floor	Importance
Oral Expression	23 	53 	68 
Speech Clarity	19 	37 	65 
Oral Comprehension	41 	46 	62 



Trunk Strength	47		42		62
Category Flexibility	26		39		59
Information Ordering	34		39		56
Speech Recognition	21		41		56
Problem Sensitivity	23		39		50
Deductive Reasoning	22		37		50
Static Strength	59		34		50
Near Vision	32		39		50
Skill Level Comparison - Abilities with importance scores over 69					
Description	Laborers and Freight, Stock, and Material Movers, Hand		Stock Clerks, Sales Floor		Importance
Active Listening	40		53		85
Speaking	28		52		74
Knowledge Level Comparison - Knowledge with importance scores over 69					
Description	Laborers and Freight, Stock, and Material Movers, Hand		Stock Clerks, Sales Floor		Importance

Experience & Education Comparison						
Related Work Experience Comparison				Required Education Level Comparison		
Description		Laborers and Freight, Stock, and Material Movers, Hand		Stock Clerks, Sales Floor		
Description		Laborers and Freight, Stock, and Material Movers, Hand		Stock Clerks, Sales Floor		
10+ years	1%	<div></div>	0%	Doctoral	4%	<div></div> 0%
8-10 years	0%	<div></div>	0%	Professional Degree	0%	<div></div> 0%
6-8 years	0%	<div></div>	10%	Post-Masters Cert	0%	<div></div> 0%
4-6 years	0%	<div></div>	0%	Master's Degree	0%	<div></div> 0%
2-4 years	1%	<div></div>	1%	Post-Bachelor Cert	0%	<div></div> 0%
1-2 years	14%	<div></div>	10%	Bachelors	0%	<div></div> 0%
6-12 months	6%	<div></div>	11%	AA or Equiv	5%	<div></div> 10%
3-6 months	15%	<div></div>	2%	Some College	0%	<div></div> 10%
1-3 months	11%	<div></div>	0%	Post-Secondary Certificate	0%	<div></div> 0%
0-1 month	9%	<div></div>	16%	High School Diploma or GED	69%	<div></div> 40%
None	38%	<div></div>	46%	No HSD or GED	19%	<div></div> 37%
Laborers and Freight, Stock, and Material Movers, Hand				Stock Clerks, Sales Floor		
Most Common Educational/Training Requirement:						
Short-term on-the-job training				Short-term on-the-job training		
Job Zone Comparison						
2 - Job Zone Two: Some Preparation Needed				1 - Job Zone One: Little or No Preparation Needed		
Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. For example, a teller might benefit from experience working directly with the public, but an inexperienced person could still learn to be a teller with little difficulty.				No previous work-related skill, knowledge, or experience is needed for these occupations. For example, a person can become a cashier even if he/she has never worked before.		



These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed.

Employees in these occupations need anywhere from a few months to one year of working with experienced employees.

These occupations may require a high school diploma or GED certificate. Some may require a formal training course to obtain a license.

Employees in these occupations need anywhere from a few days to a few months of training. Usually, an experienced worker could show you how to do the job.

Tasks

Laborers and Freight, Stock, and Material Movers, Hand

Core Tasks

Generalized Work Activities:

- Performing General Physical Activities - Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.
- Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.
- Inspecting Equipment, Structures, or Material - Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.
- Monitor Processes, Materials, or Surroundings - Monitoring and reviewing information from materials, events, or the environment, to detect or assess problems.
- Operating Vehicles, Mechanized Devices, or Equipment - Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft.

Specific Tasks

Occupation Specific Tasks:

- Adjust controls to guide, position and move equipment such as cranes, booms, and cameras.
- Adjust controls to raise and lower scenery and stage curtains during performances, following cues.
- Adjust or replace equipment parts such as rollers, belts, plugs, and caps, using hand tools.
- Assemble product containers and crates, using hand tools and precut lumber.
- Attach identifying tags to containers, or mark them with identifying information.
- Attach slings, hooks, and other devices to lift cargo and guide loads.
- Build braces and otherwise lash and shore cargo in ships' holds, in order to prevent shifting during voyages.
- Bundle and band material such as fodder and tobacco leaves, using banding machines.

Stock Clerks, Sales Floor

Core Tasks

Generalized Work Activities:

- Communicating with Supervisors, Peers, or Subordinates - Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.
- Coordinating the Work and Activities of Others - Getting members of a group to work together to accomplish tasks.
- Establishing and Maintaining Interpersonal Relationships - Developing constructive and cooperative working relationships with others, and maintaining them over time.
- Organizing, Planning, and Prioritizing Work - Developing specific goals and plans to prioritize, organize, and accomplish your work.
- Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.

Specific Tasks

Occupation Specific Tasks:

- Change the price of books in a warehouse.
- Compare printed price tickets with entries on purchase orders to verify accuracy and notify supervisor of discrepancies.
- Indicate item size, style, color, and inspection results on tags, tickets, and labels, using rubber stamp or writing instrument.
- Keep records of production, returned goods, and related transactions.
- Mark selling price by hand on boxes containing merchandise.
- Pin, paste, sew, tie, or staple tickets, tags, or labels to article.
- Put price information on tickets, marking by hand or using ticket-printing machine.
- Record number and types of articles marked and pack articles in boxes.
- Record price, buyer, and grade of product on tickets attached to products auctioned.

Detailed Tasks



machines.

- Carry needed tools and supplies from storage or trucks, and return them after use.
- Carry out general yard duties such as performing shunting on railway lines.
- Check out, rent, or requisition all equipment needed for productions or for set construction.
- Connect electrical equipment to power sources so that it can be tested before use.
- Connect hoses and operate equipment to move liquid materials into and out of storage tanks on vessels.
- Direct spouts and position receptacles such as bins, carts, and containers so they can be loaded.
- Erect tents and canopies to protect crews and equipment from weather.
- Guide loads being lifted in order to prevent swinging.
- Install protective devices, such as bracing, padding, or strapping, to prevent shifting or damage to items being transported.
- Lay tracks for camera dollies and cranes, and carry or push around dollies and cranes as instructed.
- Load and unload ship cargo, using winches and other hoisting devices.
- Maintain equipment storage areas to ensure that inventory is protected.
- Move freight, stock, and other materials to and from storage and production areas, loading docks, delivery vehicles, ships, and containers, by hand or using trucks, tractors, and other equipment.
- Pack containers and re-pack damaged containers.
- Read work orders or receive oral instructions to determine work assignments and material and equipment needs.
- Record numbers of units handled and moved, using daily production sheets or work tickets.
- Rig and dismantle props and equipment such as frames, scaffolding, platforms, or backdrops, using hand tools.
- Secure and release mooring lines of ships.
- Set up the equipment needed to produce special lighting and sound effects during performances.
- Sew canvas and other materials to make and repair tents, tarps, scrims, and backings, using sewing machines.
- Shovel material such as gravel, ice, or spilled concrete into containers or bins, or onto conveyors.
- Sort cargo before loading and unloading.
- Stack cargo in locations such as transit sheds or in holds of ships as directed,

Detailed Work Activities:

- attach or mark identification onto products or containers
- complete record of production
- fill out business or government forms
- maintain records, reports, or files
- manage inventories or supplies
- measure, weigh, or count products or materials
- package goods for shipment or storage
- perform clerical duties including typing, accepting orders, or sorting mail
- price merchandise
- process returned merchandise
- retrieve or place goods from/into storage
- stock or organize goods
- use computers to enter, access or retrieve data
- use inventory control procedures
- use oral or written communication techniques
- verify completeness or accuracy of data

Technology - Examples



using pallets or cargo boards.

- Wash out cargo containers and storage areas.

Detailed Tasks

Detailed Work Activities:

- achieve special lighting or sound effects
- attach or mark identification onto products or containers
- clean equipment or machinery
- clean rooms or work areas
- dismantle or reassemble rigging
- handle props during performances
- load, unload, or stack containers, materials, or products
- maintain production or work records
- maintain safe work environment
- measure, weigh, or count products or materials
- move or fit heavy objects
- operate hoist, winch, or hydraulic boom
- operate packaging or banding machine or equipment
- operate sewing machine
- operate woodworking equipment/machinery
- package goods for shipment or storage
- perform safety inspections in manufacturing or industrial setting
- read technical drawings
- read work order, instructions, formulas, or processing charts
- repair specialized rigging
- requisition stock, materials, supplies or equipment
- set up specialized rigging
- signal directions or warnings to coworkers
- sort manufacturing materials or products
- use hand or power tools
- use hand or power woodworking tools
- use spray paint equipment
- use two-way radio or mobile phone
- wrap products

Technology - Examples

Data base user interface and query software

- Data entry software

Industrial control software

- Machine control software

Inventory management software

- Inventory tracking software

Spreadsheet software



- Spreadsheet software

Tools - Examples

- Dollies
- Forklifts
- Claw hammers
- Handtrucks
- Power hoists
- Jacks
- Lifting hooks
- Pallet transport trucks
- Personal computers
- Planes
- Power saws
- Hand saws
- Scaffolding
- Slings
- Winches
- Overhead cranes
- Banding machines

Labor Market Comparison

Description	Laborers and Freight, Stock, and Material Movers, Hand	Stock Clerks, Sales Floor	Difference
Median Wage	\$ 22,130	\$ 19,860	\$(2,270)
10th Percentile Wage	\$ 15,710	\$ 15,330	\$(380)
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 26,170	\$ 24,350	\$(1,820)
90th Percentile Wage	\$ 31,550	\$ 30,370	\$(1,180)
Mean Wage	\$ 23,000	\$ 21,410	\$(1,590)
Total Employment - 2007	8,320	7,670	-650
Employment Base - 2006	8,560	7,601	-959
Projected Employment - 2016	8,354	6,921	-1,433
Projected Job Growth - 2006-2016	-2.4 %	-8.9 %	-6.5 %

Projected Annual Openings -
2006-2016

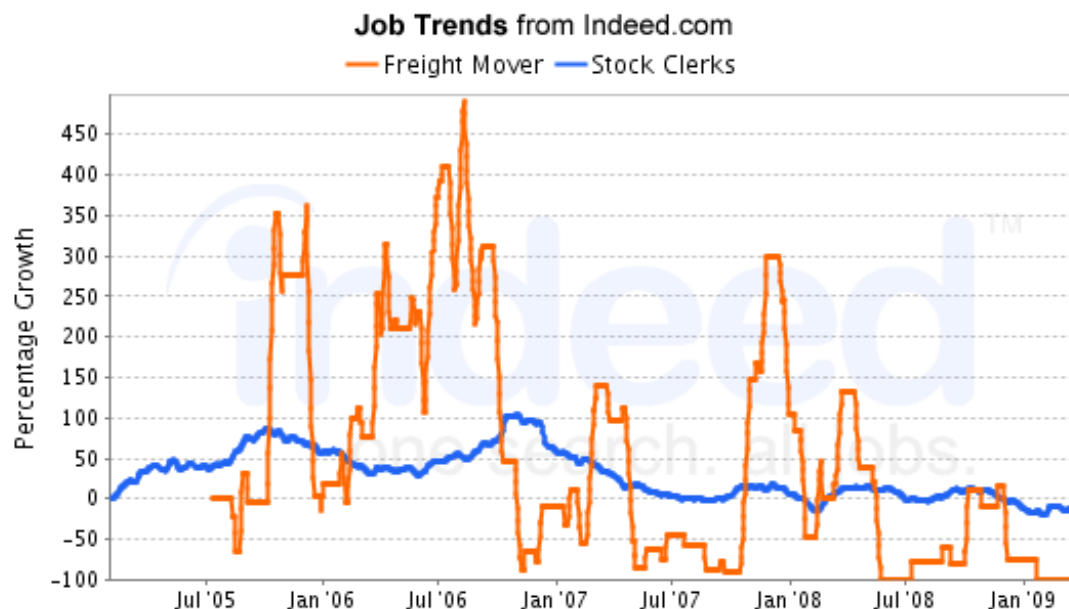
274

180

-94

National Job Posting Trends

Trend for Laborers and Freight, Stock, and Material Movers, Hand

Trend for
Stock
Clerks,
Sales FloorData from [Indeed](http://Indeed.com)

Recommended Programs

General Office/Clerical and Typing Services

General Office Occupations and Clerical Services. A program that prepares individuals to provide basic administrative support under the supervision of office managers, administrative assistants, secretaries, and other office personnel. Includes instruction in typing, keyboarding, filing, general business correspondence, office equipment operation, and communications skills.

Institution	Address	City	URL
Northern Maine Community College	33 Edgemont Dr	Presque Isle	www.nmcc.edu

Retailing and Retail Operations

Retailing and Retail Operations. A program that prepares individuals to perform operations associated with retail sales in a variety of settings. Includes instruction in over-the-counter and other direct sales operations in business settings, basic bookkeeping principles, customer service, team/staff leadership and supervision, floor management, and applicable technical skills.

No schools available for the program

Maine Statewide Promotion Opportunities for Laborers and Freight, Stock, and Material

Movers, Hand

O*NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings
---------------	-------	---------------	-------------	------------	----------------	------------	--------	---------------------------



53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	100	2	8,320	\$22,130.00	\$0.00	-2%	274
43-5053.00	Postal Service Mail Sorters, Processors, and Processing Machine Operators	80	2	970	\$41,950.00	\$19,820.00	-12%	10
43-5052.00	Postal Service Mail Carriers	76	1	1,730	\$43,190.00	\$21,060.00	-3%	50
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	76	1	9,170	\$23,520.00	\$1,390.00	5%	241
43-9051.00	Mail Clerks and Mail Machine Operators, Except Postal Service	76	1	490	\$23,250.00	\$1,120.00	-19%	13
53-7081.00	Refuse and Recyclable Material Collectors	75	2	930	\$22,780.00	\$650.00	1%	37
43-5021.00	Couriers and Messengers	74	2	240	\$23,920.00	\$1,790.00	6%	12
53-7051.00	Industrial Truck and Tractor Operators	74	2	3,210	\$26,160.00	\$4,030.00	-2%	82
51-4193.00	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	74	2	120	\$32,160.00	\$10,030.00	16%	5
43-5051.00	Postal Service Clerks	73	2	580	\$44,780.00	\$22,650.00	-3%	13
51-9198.00	Helpers--Production Workers	73	1	1,490	\$22,260.00	\$130.00	-10%	37
53-3033.00	Truck Drivers, Light or Delivery Services	73	2	4,100	\$25,210.00	\$3,080.00	7%	108
51-6041.00	Shoe and Leather Workers and Repairers	73	2	90	\$25,030.00	\$2,900.00	-19%	3
51-4031.00	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	72	2	450	\$27,500.00	\$5,370.00	-14%	11
47-2141.00	Painters, Construction and Maintenance	71	4	1,750	\$33,730.00	\$11,600.00	2%	59

Top Industries for Stock Clerks, Sales Floor

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
----------	-------	---------------	------------	----------------------	----------



Grocery stores	445100	23.82%	406,079	370,728	-8.71%
Department stores	452100	16.56%	282,337	232,482	-17.66%
Other general merchandise stores	452900	9.11%	155,334	175,987	13.30%
Warehousing and storage	493100	3.42%	58,300	65,157	11.76%
Employment services	561300	2.57%	43,742	46,324	5.90%
Clothing stores	448100	2.50%	42,692	37,499	-12.16%
Grocery and related product wholesalers	424400	2.26%	38,557	35,278	-8.50%
Pharmacies and drug stores	446110	1.85%	31,599	29,366	-7.07%
General medical and surgical hospitals, public and private	622100	1.51%	25,696	23,804	-7.36%
Miscellaneous nondurable goods merchant wholesalers	424900	1.11%	18,994	17,279	-9.03%
Electronics and appliance stores	443100	0.97%	16,458	13,754	-16.43%
Wholesale electronic markets and agents and brokers	425100	0.95%	16,236	15,416	-5.05%
Office supplies, stationery, and gift stores	453200	0.91%	15,522	10,716	-30.97%
Motor vehicle and motor vehicle parts and supplies merchant wholesalers	423100	0.82%	14,032	13,402	-4.49%
Local government, excluding education and hospitals	939300	0.80%	13,602	12,785	-6.00%

Top Industries for Laborers and Freight, Stock, and Material Movers, Hand

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Employment services	561300	19.40%	468,592	533,758	13.91%
Warehousing and storage	493100	5.89%	142,188	170,924	20.21%
Couriers	492100	5.31%	128,381	124,161	-3.29%
Grocery and related product wholesalers	424400	3.05%	73,798	72,627	-1.59%
General freight trucking	484100	2.90%	70,150	71,413	1.80%
Building material and supplies dealers	444100	1.98%	47,890	55,080	15.01%
Grocery stores	445100	1.81%	43,792	43,002	-1.80%
Specialized freight trucking	484200	1.69%	40,898	41,459	1.37%
Miscellaneous durable goods merchant wholesalers	423900	1.69%	40,948	42,309	3.32%
Miscellaneous nondurable goods merchant wholesalers	424900	1.48%	35,809	35,039	-2.15%
Local government, excluding education and hospitals	939300	1.45%	35,063	35,451	1.10%
Wholesale electronic markets and agents and brokers	425100	1.33%	32,082	32,765	2.13%



Lumber and other construction materials merchant wholesalers	423300	1.31%	31,750	32,822	3.37%
Management of companies and enterprises	551100	1.03%	24,918	25,853	3.75%
Furniture stores	442100	1.00%	24,189	22,213	-8.17%